



THE ZINSER LAW FIRM A Professional Corporation

January 20, 2015
(Via E-Filing)

Gary Shinnars, Executive Secretary
National Labor Relations Board
1099 14th Street Northwest
Washington D.C. 20570-0001

414 Union Street, Suite 1200
Bank of America Plaza
Nashville, Tennessee 37219
TELEPHONE 615.244.9700
FACSIMILE 615.244.9734
www.zinserlaw.com

OF COUNSEL
Dugan P. Kelley
Christman Kelley & Clarke, PC
Dallas, Texas
Licensed in Texas and California

Patrick J. Sullivan
Law Offices of Patrick J. Sullivan
Carlsbad, California
Licensed in California only

RE: NLRB CASE NO. 32-RC-139395; CLEAR CHANNEL OUTDOOR, INC.

Dear Executive Secretary Shinnars:

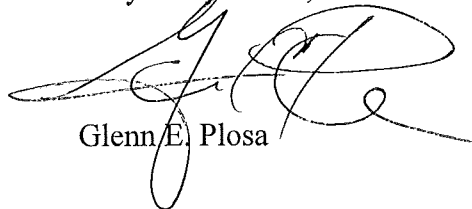
In the December 31, 2014 Brief of the Petitioner, Construction and General Laborers Local 304 and the Northern California District Council of Laborers, there exists the following assertion:

The sole authorship of any such threats resides with the Employer whose "attorney" sought to induce employees to sign pre-drafted statements alleging that they had been threatened with loss of benefits.

Br. at 2. It is notable that there is no supporting evidence of this claim.

We would also note that, previously, on December 19, 2014, in a letter to Regional Director Velastegui, the undersigned took issue with any suggestion that there was coercion or a prepared statement. To the extent that the Regional file does not contain our December 19, 2014 correspondence, we enclose it for your review. To be clear, there was no impropriety; any suggestion to the contrary is false sensationalism.

Very Truly Yours,



Glenn E. Plosa

GEP/jat

cc: Robert Schmitt
John O'Con
Leo Inprasuth
Ron Campos
Orly Ortiz
L. Michael Zinser
Paul Supton (via Facsimile: 925.469.6900 & U.S. Mail)
Sheila K. Sexton (via Facsimile: 510.625.8275 & U.S. Mail)
George Velastegui (via E-Filing & Facsimile: 510.637.3315)



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Nashville, Tennessee 37219
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FACSIMILE 615.244.9734
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December 19, 2014
(Via Facsimile: 510.637.3315 & U.S. Mail)

George Velastegui
Regional Director
NLRB Region 32
1301 Clay Street, Suite 300N
Oakland, California 94612-5224

OF COUNSEL
Dugan P. Kelley
Christman Kelley & Clarke, PC
Dallas, Texas
Licensed in Texas and California

Patrick J. Sullivan
Law Offices of Patrick J. Sullivan
Carlsbad, California
Licensed in California only

RE: NLRB CASE NO. 32-RC-139395; CLEAR CHANNEL OUTDOOR, INC./OAKLAND

Dear Director Velastegui:

We write this letter in response to the Report and Recommendation on Objections issued on December 16, 2014 in the above-referenced case. This letter does *not* constitute Exceptions to the Report and Recommendation on Objections. Rather, we write this letter to address an allegation made by the Petitioner, as reflected in your report.

On Page 4 of your report, you represent:

In response to the Employer's Objection No.1, the Petitioner asserts that an unnamed representative of the Employer coercively attempted to get bargaining unit employees to sign prepared statements regarding alleged objectionable conduct on the part of Petitioner. (Internal footnote omitted). It is the Petitioner's position that none of the employees agreed to sign the prepared statements.

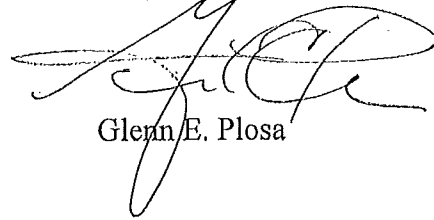
We feel compelled to respond to this assertion, for professional purposes.

In an effort to investigate the allegations in NLRB Case No. 32-CB-140956, and consistent with the Board's requirements for such interviews as set forth in *Johnnie's Poultry Co.*, 146 NLRB 770 (1964), enf. denied 344 F.2d 617 (8th Cir. 1965), the undersigned attempted to meet with employees and conduct an interview to gather evidence. All of the assurances required under the *Johnnie's Poultry* standard were provided to each employee I attempted to interview at the onset of my attempted, individual, interviews. As a memorialization of the assurances, each employee was asked to sign an employee interview consent form reflecting the assurances that had been made before any interview commenced. Each employee declined the invitation to sign the employee consent form and be interviewed. I, therefore, did not attempt to interview any employee. To be clear, there was no coercion, nor were there any "prepared statements regarding alleged objectionable conduct." A copy of the consent form is attached to this letter, for your benefit.

The undersigned takes issue with any suggestion that there was coercion or a prepared statement. This letter is written to make our position abundantly clear to the Region. We are experienced professionals and complied with extant Board law. We feel that the Petitioner's bold claims demand a response.

Our attempted interviews were "by the book." We feel compelled to write this letter to address and rebut any suggestion of impropriety.

Very truly yours,

A handwritten signature in black ink, appearing to read "Glenn E. Plosa", written over a horizontal line.

Glenn E. Plosa

GEP/jat

cc: Robert Schmitt
John O'Con
Leo Inprasueh
Ron Campos
L. Michael Zinser

EMPLOYEE CONSENT TO CONFIDENTIAL INTERVIEW

I, _____, of Clear Channel Outdoor, Oakland Division, have been told and understand the following:

1. The purpose of my interview is to investigate a potential unfair labor practice involving Laborers Local 304.
2. Clear Channel Outdoor, Oakland Division, is attempting to gather information to present its case to the National Labor Relations Board. My interview is part of that information gathering.
3. I am assured I am not subject to reprisals resulting from the substance of my interview.
4. Participation (or non-participation) in this interview will have no effect on my job.
5. My participation in this interview is voluntary. I have the right to participate in this interview or not participate in this interview.
6. I am not, nor have I been, coerced or intimidated by any managers of Clear Channel Outdoor, Oakland Division, to participate in this interview. I speak of my own free will and volition.
7. I understand and have been assured that this interview is confidential, taken by the company in support of the unfair labor practice charge filed against Laborers Local 304, is taken at the direction of counsel, and that the Confidential Statement will be considered attorney work product.
8. I give this consent before commencing this interview.

On this ____ day of November 2014, I attest to the above.

Name

Signature

Witness

Signature